

Mental Health Transformation Programme

Clinical and Care Professional Leads for CYP Mental Health & Emotional Wellbeing

BACKGROUND

The South East London Integrated Care System (ICS) brings together the health and care partners that serve our vibrant and highly diverse populations resident in the London boroughs of Bexley, Bromley, Greenwich, Lambeth, Lewisham and Southwark.

Our vision for the ICS is a high performing, sustainable system that looks after its staff, responds to its communities and takes action to reduce the inequalities they experience. As a new organisation we have developed a system development plan <https://www.ourhealthiersel.nhs.uk/SDP-8-November-2021.pdf> that outlines the way in which we seek to operate and the steps we will take to realise the full potential of our partnership. A key part of this new organisation and its success will be the involvement and development of its clinical and care professional (CCP) leadership resource, all of whom will be expected to model behaviour that is fully aligned with these principles.

The ICS has a well-established mental health transformation programme which oversees delivery and expansion of mental health services in line with the ambitions set out in the NHS Long Term Plan. This includes improving crisis care, community mental health services, perinatal and maternal mental health services, improving access to psychological therapies (IAPT) and children and young people's mental health services.

The mental health transformation programme is seeking several clinical and care professionals to lead, develop and support the mental health transformation agenda as we move formally into an integrated care system.

ABOUT THE ROLE

The Covid pandemic has had a significant impact of the mental health and emotional wellbeing of children, young people and their families. Across South East London, we have seen a significant increase in demand of children and young people's mental health services including through our schools, community Children and Adolescent Mental Health Services (CAMHS) and specialist services including children and young people's eating disorders.

The South East London ICS is committed to addressing the impact of the pandemic on children and young people and improving outcomes for their mental health and emotional wellbeing. Despite increased investment in services, demand for services and waiting times continues to be challenge and therefore the ICS is keen to focus on improved early intervention, greater partnership working across health, social care and community services, and parental mental health in order to support the child or young person in order to improve and strengthen services for the future.

We are seeking 0.2 WTEs (8 hours per week) of clinical and care professional time to support the development and implementation of our system transformation plan for children and young people's mental health and emotional wellbeing services. The post holder(s) will be key in:

- Providing leadership support to the ICS' CAMHS Network and developing a system wide transformation plan for children and young people's mental health and emotional wellbeing services.
- Supporting partners across the system in considering opportunities for improving services for children and young people through expanding local, Place-based services and better integrating voluntary and community sector partners into service delivery. This includes supporting system partners to embed the iThrive framework, develop integrated single points of access at Place and consider how best to expand the mental health support offer in schools and local models of care through primary care expansion.
- Developing the ICS' approach in improving care for young people aged 16-25.

N.B Inpatient and crisis care services fall under the remit of the South London Partnership (the ICS' mental health provider collaborative) and are therefore will be excluded from the post holder(s) responsibilities.

The role does not need to be limited to one individual, and the programme team would welcome applications from any individual from any professional or care group with an interest in improving outcomes for children and young people's mental health and emotional wellbeing, and with flexibility on the time commitment.

Any appointed leads will be accountable to the ICS' Commissioning Senior Responsible Officer for mental health *[N.B. This may be subject to change as the clinical and care professional input into the Mental Health Programme grows and the ICS Mental Health Board is further refined and developed as part of the ICS' governance structure].*

Appointments will be fixed term till 31st March 2024 in the first instance.

MAIN ROLES AND RESPONSIBILITIES

Roles and responsibilities will vary depending on the number of leads appointed and their particular skill sets, interests and experience. The following are the key requirements identified for any appointed leads and the approaches needed for them.

Communication, Collaboration and Relationships

- Connect and build trust with and between Place-based clinical and care professional leads, clinical teams and leads across the two mental health trusts and the mental health provider collaborative (South London Partnership), and relevant strategic and commissioning leads across the ICS as required in order to effectively develop and implement a system transformation plan for children and young people's mental health and emotional wellbeing services.
- To collaborate with national and regional leaders and communities of practice to share learning and promote clinical collaboration as required.
- Actively contribute to a culture of positive communication.
- Contribute to the development of the ICS' strategic priorities and objectives for children and young people and mental health on behalf of any ICS-wide workstreams or steering groups and/or as an independent clinical and care professional.

Leadership

- To lead and chair any ICS workstreams or steering groups as required, providing informed, evidence based and effective clinical oversight to the development of community mental health services.
- To lead and facilitate discussions across system partners, often requiring negotiation and diplomacy skills to ensure improvements in children and young people's mental health services are delivered effectively and efficiently for the population of South East London.
- Act as a positive role model for innovation and a facilitator for change.
- To champion and promote the children and young people's mental health and emotional wellbeing services as part of the wider ICS Mental Health Transformation agenda and in the development of any system-wide strategic planning discussions, ensuring parity for children and young people.

Service Delivery, Outcomes and Improvement

- Ensure that the needs of children, young people and their families or caregivers are at the core of any service expansion and development plans across the ICS, with plans being person centred, outcomes focussed and protective of individual service users' dignity.
- Encourage and embed ways to test and share new and innovative ideas and approaches, collaborating and learning from each other to achieve our collective ambition to improve and expand community mental health services. This includes challenging practice or processes of concern, driving forward best-practice and promoting innovative models of working on behalf of the local population.
- Take an innovative and creative approach to solving problems.
- Promote opportunities for cross service and cross agency working across the ICS.
- Work as a team member developing and maintaining effective working relationships across system partners including the mental health trusts, Place, local authority and voluntary and community sector organisations.

Planning and Organising

- Support the ICS' mental health programme team in developing practical and realistic plans to improve outcomes for children and young people's mental health and emotional wellbeing services, linked to the ambitions of the NHS Long Term Plan and any local priorities.
- Work collaboratively system partners to ensure there are the appropriate resources and levels of capability to deliver priorities.

Personal Development

- Continually develop own clinical knowledge and practise with respect to service speciality. The Clinical Lead will be expected to keep up to date with relevant policies, procedures and national guidance in relation to children and young people's mental health services and the mental health transformation agenda.
- Maintain professional registration as appropriate (e.g. GMC, NMC, etc.)

Equality and Diversity

- Act in ways that support equality and value diversity.

- Help to develop and maintain an organisational culture that supports equality, equity and diversity.